



2019 – 2020

Compensation Package

BASTROP INDEPENDENT SCHOOL DISTRICT COMPENSATION GUIDELINES 2019 - 2020

Purpose

This is a guide for administering salaries and wages for Teachers, Administrative/Professional, Support, Paraprofessional/Technical staff of the Bastrop Independent School District.

Practices described are intended to implement local School Board policy, goals, state and federal regulations.

Job Classification

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job range classification. This review is to be at the direction of the Superintendent or his designee, which shall be the Executive Director of Human Resources.

Newly established jobs should be analyzed and range assignment determined prior to hiring personnel for a position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Second, a consistent practice of salary administration is established at the initiation of each job.

Pay Raises

Annual pay increases are not guaranteed. If approved, raises are based on the control rate (midpoint) of each pay range or a specific "dollar increase" for major incumbent jobs. **Bastrop ISD does not operate on a Step schedule.**

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources.

Pay Grades/Ranges

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth. The control rate (midpoint) is the chief control point in the system. A minimum and maximum pay rate for each pay grade range is computed from the control rate using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees should be assigned to a pay grade and paid a salary/hourly rate between the minimum and maximum (inclusive) of the pay range. Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee already paid above the assigned pay grade maximum.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. **Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (as applicable to position and if previously employed full time) is required.**

Salary placement will be at the direction of the Superintendent or his designee, which shall be the Executive Director of Human Resources. The Human Resources Office shall determine hiring rates based upon job-related qualifications, salary history, and salaries of other employees in same position.

Administrators/Non-teaching Professional Employees – The Superintendent or his designee, which shall be the Executive Director of Human Resources, shall individually set hiring rates for the new administrators/non-teaching professional employees under the following guidelines:

1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate (midpoint) of the pay range.
2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.
3. New administrators may be started at a salary above the control rate (midpoint) if a pay decrease would otherwise occur.
4. A new employee in a hard to fill position or with special qualifications may be placed above the midpoint with consideration given for current employees in that specific pay range.

Support/Paraprofessional – The Superintendent or his designee, which shall be the Executive Director of Human Resources, shall individually set hiring rates for the new employees under the following guidelines:

1. A new employee with no direct experience in the job will be placed at the minimum pay range rate.

2. A new employee hired from outside the district shall normally not be placed above the pay range control rate (midpoint).
3. A new employee with prior experience may be placed above the minimum rate as determined from the documented salary/wage history but shall normally not be started at a rate above the salary of other district employees with more experience in the position.
4. A new employee in a hard to fill position or with special qualifications may be placed above the midpoint with consideration given for current employees in that specific pay range.

Classroom Teachers/Librarians – The Superintendent or his designee, which shall the Executive Director of Human Resources, shall annually establish a starting salary for all new hire teachers/librarians with zero years teaching experience. The starting salary will reflect the hiring objectives of the district. Starting salaries for all other new hire teachers will be based upon consideration for experience and area of teaching specialty.

New teachers to the district will not be placed above salary levels of continuing teachers with similar training and teaching experience. Teachers new to the District will be placed in accordance with the published Board approved Hiring Schedule. Hiring Schedules are developed and approved for one year only; therefore future salaries cannot be predicted from the Hiring Schedule.

The Superintendent may approve hiring rates up to or above the control rate of the range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range except for general structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or his designee, which shall be the Executive Director of Human Resources.

The new salary/hourly rate shall be equal to or greater than the minimum rate for the new range, but in no case shall it exceed the maximum rate for the new range. Increases are calculated on daily or hourly rates of pay depending on the position classification.

Reclassification

On a periodic basis jobs may be reclassified into a different pay range or salaries may be adjusted within pay ranges in order to maintain the internal/external equity to other jobs of similar worth in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate

is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designee, which shall be the Executive Director of Human Resources.

Demotion

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range except for general salary structure changes or position reclassification. At the direction of the Superintendent or his designee, which shall be the Executive Director of Human Resources, an employee's pay rate may be reduced.

Reassignment

Placement in a lower pay range not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions, which may create this condition.

Teacher Degree Differential Stipend/Requirements

For the \$1,100 differential Stipend for teachers earning a Master's Degree or \$1,300 differential stipend for teachers earning a Doctorate Degree, the employee must provide an official transcript showing the date the Master or Doctorate degree was conferred/awarded.

Bastrop Independent School District Compensation Package:

Unless otherwise specified, the district unilaterally designates that all employees will be paid on an annualized (12 month) basis in accordance with the district's payroll calendar.

In addition to salary, the total compensation package includes: annual health benefits for all employees (district contribution \$190.00 per pay period).

Bastrop ISD

2019–20 TEACHER/LIBRARIAN HIRING SCHEDULE*
(The schedule below is based on a 187 day contract)

YRS	BACHELORS
0	\$48,200
1	\$48,384
2	48,498
3	\$48,686
4	\$49,107
5	\$49,444
6	\$49,995
7	\$50,583
8	\$50,700
9	\$50,759
10	\$50,818
11	\$50,877
12	\$50,994
13	\$51,171
14	\$51,406
15	\$51,653
16	\$52,830
17	\$53,418
18	\$54,159
19	\$54,917
20	\$55,672
21	\$56,427
22	\$57,183
23	\$57,940
24	\$58,697
25	\$59,452
26	\$60,475
27	\$61,651
28	\$62,827
29	\$63,416
30	\$64,004
31	\$64,592
32	\$65,180
33	65,769
34	66,806
35	67,982
36	\$68,103

\$1,100 MASTER'S DEGREE STIPEND *** \$1,300 DOCTORATE DEGREE STIPEND
\$6,000 PAID TO BILINGUAL CERTIFIED TEACHERS.

*Hiring schedules are developed for one year only.
Future salaries cannot be predicted from this schedule.

2019-2020 ADMINISTRATIVE-PROFESSIONAL SALARY RANGES

PAY GRADE - A1	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$206.45	\$263.66	\$320.89
LSSP (INTERN) - LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY NURSE (RN) - REGISTERED NURSE			

PAY GRADE - A2	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$219.55	\$294.60	\$369.69
COMMUNICATION SPECIALIST COORDINATOR - ACE SITE INTERPRETER (CERTIFIED) - RDSPD LIASON - PARENT OCCUPATIONAL THERAPY ASSISTANT RECREATION THERAPIST SPEECH LANGUAGE ASSISTANT SPEECH THERAPIST ASSISTANT - SUPERVISOR			

PAY GRADE - A3	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$247.38	\$322.08	\$399.42
ARD FACILITATOR BEHAVIOR INTERVENTIONIST COUNSELOR - COLLEGE & CAREER COUNSELOR - DRUG, ALCOHOL AND SUBSTANCE PREVENTION COUNSELOR - ELEMENTARY, INTERMEDIATE, MIDDLE SCHOOL DIAGNOSTICIAN LSSP - LICENSED SPECIALIST IN SCHOOL PSYCH DIAGNOSTICIAN LSSP - LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY OCCUPATIONAL THERAPIST PHYSICAL THERAPIST SECTION 504 FACILITATOR SLP - SPEECH LANGUAGE PATHOLOGIST SOCIAL WORKER SPECIALIST - CURRICULUM SPECIALIST - DIGITAL LEARNING SPECIALIST - TRANSITION			

PAY GRADE - A4	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$259.17	\$332.78	\$406.40
COUNSELOR - HIGH SCHOOL HEAD NURSE (RN) SUPERVISOR - BEHAVIOR SPECIALIST SUPERVISOR - LSSP EVALUATION SUPERVISOR - RDSPD SUPERVISOR - SPEECH LANGUAGE PATHOLOGIST			

2019-2020 ADMINISTRATIVE-PROFESSIONAL SALARY RANGES

PAY GRADE - A5	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$274.51	\$344.06	\$413.63
ASSISTANT PRINCIPAL - ELEMENTARY/INTERMEDIATE SCHOOL			

PAY GRADE - A6	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$290.84	\$367.59	\$444.23
ASSISTANT PRINCIPAL - HIGH SCHOOL ASSISTANT PRINCIPAL - MIDDLE SCHOOL ASSOCIATE PRINCIPAL - HIGH SCHOOL COORDINATOR - 504 & DYSLEXIA COORDINATOR - ACADEMIC RTI COORDINATOR - BEHAVIOR RTI COORDINATOR - BILINGUAL/ESL PROGRAM COORDINATOR - COMMUNICATIONS/WEB COORDINATOR - DATA ANALYSIS & INSTRUCTION COORDINATOR - LOW INCIDENT DISABILITIES COORDINATOR - SPECIAL PROGRAMS & SERVICES COORDINATOR - STUDENT SERVICES			

PAY GRADE - A7	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$308.06	\$389.08	\$470.09
ASSOCIATE DIRECTOR - SPECIAL PROGRAMS & SERVICES DIRECTOR - ATHLETICS & ADMINISTRATIVE SERVICES DIRECTOR - BILINGUAL/ELL DIRECTOR - DIGITAL LEARNING/STEM CTE DIRECTOR - FINE ARTS DIRECTOR - INFORMATION TECHNOLOGY SYSTEMS DIRECTOR - STUDENT SERVICES & CTE PRINCIPAL - ELEMENTARY/INTERMEDIATE SCHOOL			

PAY GRADE - A8	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$376.59	\$436.20	\$526.62
DIRECTOR - ACCOUNTABILITY DIRECTOR - FEDERAL/STATE PROGRAMS & SCHOOL IMPROVEMENT DIRECTOR SPECIAL PROGRAMS & SERVICES PRINCIPAL - ALTERNATIVE SCHOOL PRINCIPAL - MIDDLE SCHOOL			

PAY GRADE - A9	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$409.81	\$518.03	\$570.98
CHIEF - FINANCIAL OFFICER CHIEF - POLICE, SAFETY & SECURITY EXECUTIVE DIRECTOR - COMMUNICATIONS & COMMUNITY SERV. EXECUTIVE DIRECTOR - HUMAN RESOURCES PRINCIPAL - HIGH SCHOOL			

2019-2020 ADMINISTRATIVE-PROFESSIONAL SALARY RANGES

PAY GRADE - A10	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$468.46	\$551.10	\$633.79
ASSOCIATE SUPERINTENDENT			

PAY GRADE - A11	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$558.67	\$657.25	\$756.40
DEPUTY SUPERINTENDENT			

2019-2020 SUPPORT STAFF SALARY RANGES

PAY GRADE - S1	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$15.90	\$22.17	\$29.43
FREIGHT, DELIVERY & MAIL COURIER SPECIALIST - COMMUNITY ED PROGRAM			

PAY GRADE - S2	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$210.84	\$260.91	\$310.93
COORDINATOR - PARTNERS IN ED/FOUNDATIONS EMPLOYEE SERVICES SPECIALIST LIASON - SCHOOL/COMMUNITY ATTENDANCE MANAGER - BENEFITS MANAGER - COMPENSATION MANAGER - DATABASE MANAGER - DAYCARE MANAGER - PURCHASING MANAGER - STARS MANAGER - SUBSTITUTES MANAGER - WAREHOUSE TECHNICIAN - SENIOR COMMUNICATIONS TECHNICIAN - SENIOR INFRASTRUCTURE			

PAY GRADE - S3	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$223.87	\$291.40	\$359.03
COORDINATOR - PEIMS MANAGER - PERFORMING ARTS SPECIALIST - INFORMATION SYSTEMS			

PAY GRADE - S4	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$262.78	\$323.85	\$388.89
ADMINISTRATOR - IT INFRASTRUCTURE ADMINISTRATOR - IT INVENTORY & PROJECTS ADMINISTRATOR - IT OPERATIONS ADMINISTRATOR - TALENT ACQUISITION & DEVELOPMENT			

PAY GRADE - S5	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$277.88	\$344.70	\$411.53

PAY GRADE - S6	MINIMUM	MIDPOINT	MAXIMUM
DAILY RATE	\$293.96	\$364.83	\$435.62
DIRECTOR - FINANCE			

2019-2020 PARAPROFESSIONAL SALARY RANGES

PAY GRADE - P1	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$10.43	\$12.72	\$15.03

PAY GRADE - P2	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$11.17	\$14.45	\$17.71
HEALTH ASSISTANT TEACHER ASSISTANT WORKER - DAYCARE			

PAY GRADE - P3	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$12.03	\$15.96	\$19.48
ASSISTANT - STARS SITE LEAD CLERK - ATTENDANCE/RECEPTIONIST ELEM & INT SCHOOLS COMPUTER LAB MANAGER MONITOR - DISTRICT SECURITY NIGHT WATCHMAN RECEPTIONIST - HIGH SCHOOL REGISTRAR - ELEMENTARY SECRETARY - HIGH SCHOOL COUNSELOR TEACHER ASSISTANT IN SCHOOL SUSPENSION TEACHER ASSISTANT SPED BEHAVIOR			

PAY GRADE - P4	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$12.96	\$16.40	\$19.84
ASSISTANT MANAGER - DAYCARE CLERK - ATTENDANCE ALTERNATIVE SCHOOL CLERK - ATTENDANCE/RECEPTIONIST MIDDLE SCHOOL RECEPTIONIST - SERVICE CENTER REGISTRAR - INTERMEDIATE SECRETARY - HIGH SCHOOL ASSISTANT PRINCIPAL SUPERVISOR - STARS SITE			

PAY GRADE - P5	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$13.95	\$18.00	\$22.05
CLERK - ATTENDANCE HIGH SCHOOL CLERK - SCHOOL ATTENDANCE ALTERNATIVE SCHOOL RECRUITER - MIGRANT REGISTRAR - MIDDLE SCHOOL SECRETARY - ASSOCIATE PRINCIPAL HIGH SCHOOL SECRETARY - PRINCIPAL ELEM, INTER, & ALTERNATIVE SCHOOL			

2019-2020 PARAPROFESSIONAL SALARY RANGES

PAY GRADE - P6	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$15.06	\$19.15	\$23.21
SECRETARY - ADMINISTRATION SERVICE CENTER SECRETARY - PRINCIPAL ALTERNATIVE & MIDDLE SCHOOL SPECIALIST - SHARS SPECIAL PROGRAMS & SERVICES SPECIALIST - CAREER CENTER SPECIALIST - PRINT SHOP TECHNICIAN - COMPUTER SYSTEMS			

PAY GRADE - P7	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$16.21	\$21.00	\$25.77
ADMINISTRATIVE ASSISTANT - SPEC PROGRAMS AND SERVICES BOOKKEEPER - HIGH SCHOOL COMMUNICATION FACILITATOR - RDSPD/SF MANAGER - STUDENT RECORDS HIGH SCHOOL SECRETARY - ADMIN SPECIAL PROGRAMS AND SERVICES SECRETARY - PRINCIPAL HIGH SCHOOL SPECIALIST - BUSINESS OFFICE (ACCOUNTS PAYABLE, PAYROLL) SPECIALIST - CHILD NUTRITION SPECIALIST - PEIMS			

PAY GRADE - P8	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$17.47	\$22.76	\$28.02
ADMINISTRATIVE ASSISTANT - SERVICE CENTER TECHNICIAN - COMPUTER SYSTEMS TECHNOLOGY - OFFICE MANAGER			

PAY GRADE - P9	MINIMUM	MIDPOINT	MAXIMUM
HOURLY RATE	\$20.12	\$25.70	\$31.34
ADMINISTRATIVE ASSISTANT - SUPERINTENDENT NURSE - LVN OFFICER - POLICE			

Stipend List 2019-2020

HIGH SCHOOL	STIPEND
COORDINATOR/TRAINER	
Campus Athletic Coordinator	\$6,750.00
Assistant Athletic Coordinator	\$4,250.00
Athletic Trainer	\$12,750.00
FOOTBALL	
Head Football Coach	\$15,250.00
Coordinator	\$7,750.00
Varsity Assistant Football Coach	\$6,250.00
9th Grade Assistant Football Coach	\$4,250.00
BASEBALL	
Baseball Head Coach	\$6,900.00
Baseball Assistant Coach	\$3,750.00
BASKETBALL	
Basketball Head Coach	\$6,900.00
Basketball Assistant Coach	\$3,750.00
CROSS COUNTRY	
Cross Country Head Coach	\$4,750.00
Assistant Cross Country Coach	\$2,500.00
GOLF	
Golf Head Coach	\$5,500.00
Assistant Golf Coach	\$2,500.00
POWERLIFTING	
Powerlifting Head Coach	\$4,000.00
Powerlifting Assistant Coach	\$2,500.00
SOCCER	
Soccer Head Coach	\$6,900.00
Soccer Assistant Coach	\$3,750.00
SOFTBALL	
Softball Head Coach	\$6,900.00
Softball Assistant Coach	\$3,750.00
TENNIS	
Tennis Head Coach	\$6,000.00
Tennis Assistant Coach	\$3,000.00

Stipend List 2019-2020

TRACK	
Track Head Coach	\$6,900.00
Track Assistant Coach	\$3,750.00
VOLLEYBALL	
Volleyball Head Coach	\$7,750.00
Volleyball Assistant Coach	\$4,250.00
VIDEO TECH	
Video Tech (Athletic events only)	\$500.00
FINE ARTS	
Performing Arts Manager	\$15,000.00
BAND	
Band Director (197 days)	\$14,450.00
High School Asst. Band Director	\$8,250.00
Color Guard and Winter Guard	\$4,250.00
Winter Drumline	\$2,250.00
CHOIR	
High School Choir	\$3925.00
High School Choir Assistant/Piano Accompaniment	\$1,000.00
THEATRE ARTS	
High School One-Act Play/Theater	\$2,250.00
High School Musical Production Dir	\$1,250.00
EXTRACURRICULAR HIGH SCHOOL	
Ballet Folklorico	\$4,750.00
Ballet Folklorico Assistant	\$1,250.00
Drill Team Instructor	\$4,750.00
Drill Team Assistant	\$1,250.00
Varsity Cheerleader Sponsor	\$3,750.00
JV Cheerleader Sponsor	\$2,250.00
Freshman Cheerleader Sponsor	\$1,750.00
UIL Coordinator	\$1,750.00
Yearbook Sponsor	\$1,450.00
Debate Sponsor	\$1,250.00
Speech Sponsor	\$1,250.00
Newspaper Sponsor	\$1000.00
Broadcast Journalism Sponsor	\$2,750.00
Student Council Sponsor	\$1,950.00

June 11, 2019

Stipend List 2019-2020

Department Head <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Plans agendas; Facilitates meetings; Attends campus leadership, conferences and off-campus meetings; and Administers the programs. 	\$1,000.00 (Paid Semi-Annually Dec/May)
UIL Coach	\$550.00 (Paid Annually, Post Event)
National Honor Society	\$1,000.00
Gateway Teacher	\$2,000.00
CAREER & TECHNOLOGY EDUCATION (HIGH SCHOOL)	
Career and Technology (days determined by job)	\$175 per day
HSTE	\$3,750.00
Agriculture	\$8,250.00
Video Technology (School-wide filming associated with course)	\$1,750.00
Robotics	\$4,250.00
Robotics Assistant	\$2,250.00
Career Prep Course and Program Oversight (Requires work document submission)	\$1,000
MIDDLE SCHOOL	
Cheerleader/Pep Squad Sponsor	\$1750.00
Yearbook Sponsor	\$1000.00
Stuco Sponsor	\$1000.00
Stuco Assistant	\$500.00
Middle School Dance	\$1,250.00
Middle School Drama	\$1,250.00
Middle School Choir	\$1,250.00
Middle School Band Director	\$6,990.00
Middle School Assistant Band Director(Intermediate)	\$5,946.00
UIL/TMSCA Coach	\$300.00 (Paid Annually, Post Event)
Department Head <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Plans agendas; facilitates meetings; attends campus leadership, conferences and off-campus meetings; and administers the programs. 	\$750.00 (Paid Semi-Annually Dec/May)

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UIL Coordinator	\$750.00
Middle School Football	\$3,000.00
Middle School Basketball	\$2,250.00
Middle School Volleyball	\$2,250.00
Middle School Soccer	\$1,500.00
Middle School Track	\$2,250.00
Middle School Tennis	\$1,500.00
Middle School Cross Country	\$1,500.00
Middle School Golf	\$1,500.00
Middle School Coordinator Boys	\$1,250.00
Middle School Coordinator Girls	\$1,250.00
Middle School National Junior Honor Society	\$1000.00
INTERMEDIATE	
UIL Coordinator	\$750.00
	\$300.00 (Paid Annually, Post Event)
UIL/TMSCA Coach	
Bilingual Lead Teacher (ELL Case Manager)	\$500.00
Department Head <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Plans agendas; facilitates meetings; attends campus leadership, conferences and off-campus meetings; and administers the programs. 	\$750.00 (Paid Semi-Annually Dec/May)
ELEMENTARY	
Team Leader <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Plans agendas; facilitates meetings; attends campus leadership, conferences and off-campus meetings; and administers the programs. 	\$500.00 (Paid Semi-Annually Dec/May)
Bilingual Team Leader (Bilingual campuses only) <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Plans agendas; facilitates meetings; attends campus leadership, conferences and off-campus meetings; and administers the programs. 	\$500.00 (Paid Semi-Annually Dec/May)
UIL Coach	\$550.00

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	(Paid Annually, Post Event)
UIL District Coordinator (Event Lead Coordinator)	\$575.00
UIL Campus Coordinator (Assistant Principal)	\$285.00
DISTRICTWIDE	
Special Education Deaf Education Interpreter <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Attend RDSPD Team Meetings Attend trainings to develop skills in Total Communication Attend RDSPD Community Meetings to provide interpretation 	\$3,000.00
Special Education Bilingual Licensed Specialist in School Psychology (LSSP) <ul style="list-style-type: none"> Proficiency in Spanish and English Complete language screenings and evaluations for students from Spanish-speaking background Assist non-bilingual staff in contacting parents regarding evaluation information as needed Maintain knowledge and skills in understanding of language development and assessment of bilingual students 	\$6,000.00
Special Education Bilingual Educational Diagnosticians <ul style="list-style-type: none"> Proficiency in Spanish and English Complete language screenings and evaluations for students from Spanish-speaking background Assist non-bilingual staff in contacting parents regarding evaluation information as needed Maintain knowledge and skills in understanding of language development and assessment of bilingual students 	\$3,000.00
Special Education Lead for Occupational Therapists or ARD Facilitators <ul style="list-style-type: none"> Develop and deliver regular training Monitor performance of employees Attend Department leadership meetings Attend regional and state trainings Develop and train staff in Department policies and procedures 	\$3,000.00
Special Education Visual Impairments Teacher <ul style="list-style-type: none"> Conduct VI assessments Provide Case Management for VI eligible students Consult with campus staff regarding the needs of eligible VI students Collaborate with ECI services to ensure fluid transition of eligible students 	\$3,000.00
Special Education Deaf Education Teacher <ul style="list-style-type: none"> Conduct AI assessments Provide Case Management for AI eligible students Consult with campus staff regarding the needs of eligible AI students 	\$3,000.00

Stipend List 2019-2020

<ul style="list-style-type: none"> Collaborate with ECI services to ensure fluid transition of eligible students 	
Special Education Behavior Teacher <ul style="list-style-type: none"> Attend all district behavior team meetings Provide case management for behavior students Obtain and maintain SAMA certification Supervise paraprofessionals Attend meetings/trainings outside of the regular workday 	\$1,500.00
Special Education Resource / Inclusion Teacher Case Managers <ul style="list-style-type: none"> Requirements <ul style="list-style-type: none"> Attend Special Education Campus Department Meetings Supervise implementation of all aspects of their student's IEP on the campus. (Schedule of Services, Accommodations, Related Services, State Testing and etc.) Monitor students grades, attendance and discipline and initiate required IEP reviews when necessary. Communicate with teachers, admin and student in regard to the students progress. Attend meetings/trainings, etc. outside of the regular school hours. 	\$1,200.00
Special Education Department Chair All Levels <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Plans agendas; facilitates meetings; attends campus leadership, conferences and off-campus meetings; and administers the programs. 	\$1,000.00 (Paid Semi-Annually Dec/May)
Special Education / Bilingual Teachers (includes \$1200 for sped and \$4500 for bilingual) <ul style="list-style-type: none"> Requirements <ul style="list-style-type: none"> Proficiency in Spanish and English Regularly attend applicable district trainings Valid bilingual teaching certificate or permit; Assigned to teach in a Dual Language classroom (PK – 6th grade) from the beginning of the year. If the teacher is assigned after the beginning of the school year or leaves before the end of the school year, a prorated amount will be paid according to the number of days the teacher is in the classroom providing native language instruction; Provide specially designed bilingual instruction in Bilingual Resource or Bilingual General Education Settings. 	\$5,700.00
Special Education Life Skills Teachers <ul style="list-style-type: none"> Requirements <ul style="list-style-type: none"> Regularly attend applicable district training Coordinate and manage all aspects of the student's programming as designated in IEP Implement IEP services to include instructional and related services 	\$1,500.00

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<ul style="list-style-type: none"> ○ Supervise paraprofessional staff ○ Monitor progress on IEP programming ○ Attend meetings/trainings outside of the regular school day 	
Special Education PPCD Teachers <ul style="list-style-type: none"> • Regularly attend off-campus meetings • Implement student's instructional IEP in their classroom • Supervise related services implementation of their student's' IEP on the campus. • Supervision of the paraprofessionals in their classroom • Monitor IEP progress • Maintain SAMA certification • Attend meetings/trainings outside of the regular school day 	\$1500.00
Special Education / Bilingual SLP (Speech Language Pathologist) <ul style="list-style-type: none"> • Proficiency in Spanish and English • Complete language screenings and evaluations for students from Spanish-speaking background • Assist non-bilingual staff in contacting parents regarding evaluation information as needed • Maintain knowledge and skills in understanding of language development and assessment of bilingual students 	\$3,000.00
Special Education Teaching Assistant Behavior Class & Life Skills, Job Coach, 1:1 <ul style="list-style-type: none"> • Attend Meetings • Be responsible for student's safety and well being • Implementation of specific IEP Goals • Maintain SAMA certification 	\$750.00
Special Education Teaching Assistant Inclusion Support <ul style="list-style-type: none"> • Work with teachers to implement specially designed instruction in the general education settings. 	\$600.00
Special Education Teaching Assistant Inclusion and Bilingual Support <ul style="list-style-type: none"> • Work with teachers to implement specially designed instruction in the general education settings. • Proficiency in Spanish and English • Regularly attend applicable district trainings • Support specially designed bilingual instruction in Bilingual General Education Settings. 	\$1,200.00
Special Education Bilingual Speech Language Assistants <ul style="list-style-type: none"> • Proficiency in Spanish and English • Assist non-bilingual staff in contacting parents regarding evaluation information as needed • Maintain knowledge and skills in understanding of language development of bilingual students 	\$600.00
Bilingual Teacher (Elementary/Intermediate) <ul style="list-style-type: none"> • Requirements: 	\$4,500.00

Stipend List 2019-2020

<ul style="list-style-type: none"> Valid bilingual teaching certificate or permit; Proficient in Spanish and English; Assigned to teach in a Bilingual classroom (PK – 6th grade) from the beginning of the year. If the teacher is assigned after the beginning of the school year or leaves before the end of the school year, a prorated amount will be paid according to the number of days the teacher is in the classroom providing native language instruction; 	
<p>Bilingual Exception – Applicable to Teachers who have:</p> <ul style="list-style-type: none"> Serve ESL students who have opted for Bilingual, but Bilingual programming is not available for that grade level and/or campus (coded in PEIMS as an “E”) Attempted and/or passed the BTLPT or Can show documented proof of exam registration for the BTLPT and/or study course for the BTLPT 	\$2,000
Bilingual Teacher Assistant (Elementary/Intermediate)	\$600.00
<p>ESL Endorsement Pre-K-12</p> <ul style="list-style-type: none"> Requirements: <ul style="list-style-type: none"> Valid ESL teaching certificate or permit; Verifiable documentation that ELL students are on the teacher's roster for the appropriate semester. 	\$600.00 (Paid Semi-Annually Dec/May)
Campus/Building Translator (one per campus/building)	\$500.00
Mentor Teacher (per teacher that is mentored)	\$600.00
Campus Instructional Specialists (Core Areas)	\$7,500.00
Head Librarian	\$1,000.00
Head Nurse	\$1,000.00
Special Olympics Coordinator	\$3,000.00
Special Olympics	\$500.00
Cooperating Teacher	\$250.00
Instructional Coach	\$7,500.00
Classroom Teacher w/ Master's Degree	\$1,100.00
Classroom Teacher w/ Doctorate Degree	\$1,300.00
MS/HS Campus TIG (Technology Integration Guide)	\$2,000.00
EL/INT Campus TIG (Technology Integration Guide)	\$1,500.00
MS/HS News Contact, Vbrick Manager, and Webmaster	\$1,500.00
EL/INT News Contact, Vbrick Manager, and Webmaster	\$1,000.00
Student Activity Coordinator-Campus Based (Submitted by Community Education)	\$1,000.00

Stipend Guidelines/Procedures:

June 11, 2019

Stipend List 2019-2020

- Unless noted, all stipends are paid semi-monthly.
- For all athletic stipends, the following up-to-date certification/training and documentation is required for receipt of stipends:
 - First Aid, CPR/AED, other required health-related training,
 - UIL Rules and Compliance Program (RCP),
 - UIL Concussion Training,
 - UIL Professional Acknowledgement of Rules,
 - National Federation of High School Coaches Fundamentals of Coaching Training (first year coaches only), and
 - Valid Texas commercial driver's license with Passenger (P) and School Bus (S) endorsements. (Must be presented at the time of hire or to be completed no later than 30 school days after the first day of instruction for the current school year. All current coaches will obtain certification within the current school year).

Certification and training requirements will be updated as needed in compliance with state, federal, and UIL guidelines. Non-exempt employees are not eligible to coach or receive Athletic stipends.